

IDEAS AND ACTIVITIES

START STOP CONTINUE CHANGE

These prompts are packaged as pads of sticky notes from Trainers Warehouse, but you can certainly create your own as well.



OVERVIEW: Use the colorful notes as an “action-plan catcher.” They’re more powerful than handouts because learners can take them home and post them at their workstation as reminders about how to apply the course content.

AT THE START OF THE DAY: Distribute 1 sheet of each prompt (green, red, yellow, blue) to every participant. Welcome them to pick up additional sheets over the course of the session.

ACTIVITIES [NOTE: You can use several activities throughout the session.]

1- THROUGHOUT THE SESSION – TAKE NOTES ON ALL 4 PROMPTS: START, STOP, CONTINUE, AND CHANGE

Throughout the day (anytime or at designated intervals), encourage participants to jot a note-to-self on any or all of the **4 PROMPT** sheets. The activity heightens awareness in the moment and draws out key take-aways. By the end of the session, each participant will have their own set ah-ha moments and action plans.

2- FOCUS ON “CONTINUE” – BUILD POSITIVITY, DISCUSS STRENGTHS, & REINFORCE WHAT WORKS WELL

Early in the session, encourage individuals to take note of the efforts and processes that are currently working well for them. Have them write these on the “**CONTINUE**” note, to reinforce the importance of continuing these practices. Not only does it help people recall and focus on good practices, but they will be able to share these notes during pair-share or table talk activities later in the session or during a conversation about strengths, if that is part of your curriculum.

3- PAIR & SHARE – ENERGIZE THE GROUP

Have participants pair-up (seated or standing) to share their notes on any or all **4 PROMPTS**. Use this activity at any time to encourage individuals to reinforce learning, highlight take-aways and create action plans.

4- CHANGE-UP, FOCUS ON OPPORTUNITIES FOR GROWTH & CHANGE

In this activity, players will find a partner with whom to pair-and-share for 2 minutes, talking about their “change” notes. After that time, they’ll change partners and repeat the activity. Have participants swap partners 4 or 5 times before returning to their seats. It’s fun to focus on the “**CHANGE**” prompt for this activity, but it will work for the other prompts, as well.

5- INTENTIONS & COMMITMENTS

Have groups, seated or standing, declare their transfer-of-training intentions in any or all of the **4 PROMPT** categories. In this inspiring activity, the act of articulating and committing to actions, in front of a peer group, leads to greater follow-through. Try this after lunch to regroup and re-focus their attention or as a closing activity.

6- EXIT PASSES, A POWERFUL CLOSER

Request that participants hand you their “**CHANGE**” notes as their exit pass. Stand at the door to collect these as you thank each person for participating. This provides you with instant feedback on their plans to apply the learning and can assist you in improving your course delivery. Consider asking participants to sign their names at the bottom so you can send an email reminder of their commitments to take action.